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# DisAbility PlayBook 2024

KA210-YOU – Small-scale partnerships in youth (KA210-YOU)

**VMDO**

Verbund der sozial-  
kulturellen Migrantenvereine  
in Dortmund e.V.




**LASTOVICA - Skopje**

Association for the rights of children and youth with  
special needs

International Youth Sport Environment

**LYSEDA**  
and Development Association



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# **DISCLAIMER**

# **MESSAGE**

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As outlined in the "Strategy for the Rights of Persons with Disabilities 2021-2030," a multitude of challenges persist for persons with disabilities (PWDs) across various domains such as healthcare, youth engagement, and educational equality. These obstacles stem from a lack of efficient accessible tools, resources, and methodologies, which not only affect individuals but also impact entire communities.

Recognizing the widespread ramifications of this situation, initiatives like the 'DisAbility Meeting Points "DisAbility Playbook"' aim to provide structured tools, kits, and motivational resources to empower individuals and communities to address local, national, and international challenges arising from inadequate opportunities, services, and support for PWDs.

# FOREWORD



# THE PLAYBOOK

The "DisAbility Playbook" is a structured resource developed collaboratively by three organizations—Verbund sozial-kultureller Migrantenvereine Dortmund e.V. (Germany), International Youth, Sport, Environment, and Development Association (Turkey), and Združenie Asociacija za pravata na deca i mladinci so posebni potrebi LASTOVICA Skopje (North Macedonia)—as part of the Erasmus+ Programme.

It aims to provide tools, activities, and resources to foster inclusion, enhance the quality of youth work, and promote awareness of challenges faced by individuals with disabilities.

## Benefits and Features:

- Includes at least 21 activities tailored for youth workers and educators, focusing on inclusivity and interaction between individuals with and without disabilities.
- Promotes understanding of the barriers faced by persons with disabilities (PWDs).
- Provides methodologies to incorporate inclusivity into education and youth work.
- Addresses individuals with disabilities, caregivers, educators, employers, and policymakers.
- Encourages development of innovative educational courses on disabilities.
- The playbook provides practical, easy-to-implement workshop structures.
- The playbook is available online, making it accessible for organizations and individuals worldwide.

# How To

# Use



Using the "DisAbility Playbook" effectively involves understanding its structure, selecting appropriate tools, and implementing its workshops and activities based on your target group's needs.

## 1. Understand the Purpose and Goals

- Familiarize yourself with the playbook's objectives, such as fostering inclusion, enhancing awareness, and improving the quality of youth work.
- Identify the target group you are working with (e.g., individuals with disabilities, caregivers, educators).

## 2. Explore the Tools and Activities

- The playbook includes 21 tools categorized into workshops and activities. Examples include:
- Inclusivity and Diversity Workshops: Focus on fostering collaboration and understanding between individuals with and without disabilities.
- Skill-Building Activities: Workshops on life skills, mental health, financial empowerment, and more.
- Creative Tools: Activities like art therapy, storytelling, and music workshops to promote engagement and creativity.

Review each activity or tool to understand:

- Duration: Time required for completion.
- Goals: Objectives and expected outcomes.
- Outputs: Tangible results like presentations, discussions, or artwork.
- Steps: Detailed instructions for execution.





### 3. Choose Activities Based on Your Goals

- For Promoting Inclusion: Start with workshops like the Inclusivity Workshop or Destroying Regional Barriers Workshop.
- For Skill Development: Select the Life Skills Workshop or Financial Empowerment Workshop.
- For Raising Awareness: Use activities like the Disability Rights Awareness Workshop or the Pause the Video Workshop.

### 4. Prepare Resources and Materials

- Gather required tools such as flip charts, markers, devices for online tools (e.g., Canva, Trello), or other workshop-specific materials.
- Ensure the venue and setup are accessible for individuals with disabilities (e.g., ramps, assistive technology, sensory-friendly spaces).

### 5. Facilitate the Workshop or Activity

- Follow the step-by-step instructions provided in the playbook.
- Encourage active participation and collaboration among all attendees.
- Adapt activities to suit the needs of your participants (e.g., tailoring exercises for mobility or sensory needs).

### 6. Document Outcomes and Share

- Use the provided templates or guides to document the outputs of each workshop (e.g., flip charts, presentations, or photographs).
- Share these outcomes through social media or other platforms to raise awareness and inspire others to adopt inclusive practices.

### 7. Reflect and Improve

- After the activity, gather feedback from participants through discussions or surveys.
- Reflect on the successes and challenges to improve future implementation.

# ABOUT THE PROJECT

The "DisAbility Playbook" was collaboratively developed by three organizations: Verbund sozial-kultureller Migrantenvereine Dortmund e.V (Germany), International Youth, Sport, Environment and Development Association (Turkey), and Združenie Asociacija za pravata na deca i mladinci so posebni potrebi LASTOVICA Skopje (The Republic of North Macedonia).

The primary objective of this playbook is to furnish fresh resources for engaging young individuals, both with and without disabilities, facilitating their social interactions and encouraging active participation in youth initiatives. This innovative educational material is intended to benefit organizations and institutions dedicated to working with young people with disabilities, aiming to foster a socially inclusive environment by uniting individuals from diverse backgrounds.

Comprising twenty-one tools, the playbook is aligned with the Erasmus+ Programme and has undergone testing by the aforementioned collaborating organizations.



# Objectives



The "DisAbility Playbook" aims to accomplish several key objectives, including:

- Enhancing interactions between young individuals with and without disabilities
- Promoting awareness regarding the inclusion of young people with disabilities
- Strengthening the cross-border operational capabilities of organizations through the Erasmus+ Programme
- Fostering the development of socially inclusive communities
- Designing innovative educational programs and courses focusing on disabilities
- Enhancing the quality of youth work
- Building the capacities of participating organizations and engaging with a wider audience through visibility and dissemination initiatives.

# Outcomes

The creation and implementation of the playbook yield valuable outcomes:

1. The "DisAbility Playbook" has been meticulously crafted and validated, housing a minimum of 21 activities in English. This resource is readily accessible online via the project's platform, and is shared across organizational networks, groups, and entities focusing on inclusion. Moreover, it is available on the Project Result Platform and the SALTO youth website.
2. Organizations, youth workers, and educators have refined their abilities to conduct activities tailored for both individuals with disabilities and those without, effectively meeting their respective requirements. Through the integration of the "DisAbility Playbook" into their practices, participating organizations have enhanced the caliber of their initiatives.
3. By championing the "DisAbility Playbook" and advocating its adoption to other organizations and networks keen on enhancing their social inclusion efforts, these organizations have heightened their visibility at local, national, and international levels.

Individuals with Disabilities (PWDs)

Caregivers and Family Members

Educators

School Administrators

Employers and Human Resources Professionals

Advocacy Groups

Organizations

Government Agencies and Policy Makers

Community Organizations

Service Providers

# Target Group



# PARTNERS

## VMDO

The VMDO (Verbund der sozial-kulturellen Migrantenvereine in Dortmund e. V) aims to promote exchange and encounters between people with and without a migration history and to enable people to get to know each other across cultures. Member associations and the association share a local, participatory, origin-independent, cross-cultural and secular orientation. The exchange between member associations under the umbrella of the VMDO enables them to learn from each other, network or pass on knowledge to others.

At the same time, the VMDO sees itself as the voice of migrants and people with a refugee or migration background in Dortmund.

The VMDO's association principle can now look back on a success story spanning more than ten years. Founded on May 8, 2008 with 15 founding members, 60 clubs are now members of the VMDO - around a third of all migrant clubs in Dortmund.



# PARTNERS LASTOVICA SKOPJE

Association "Lastovica" is a non-governmental organization that promotes the rights of children and young people with special needs. The goal of this NGO is massive integration of people with special needs in all parts of life.

Since March 2012, as an activity of the organization, the eponymous center for education, relaxation and rehabilitation has been opened, which includes: creative workshops (ethno, art, music), basic knowledge of working with computers, and all necessary individual and group therapies for children and young people with special needs.



# PARTNERS

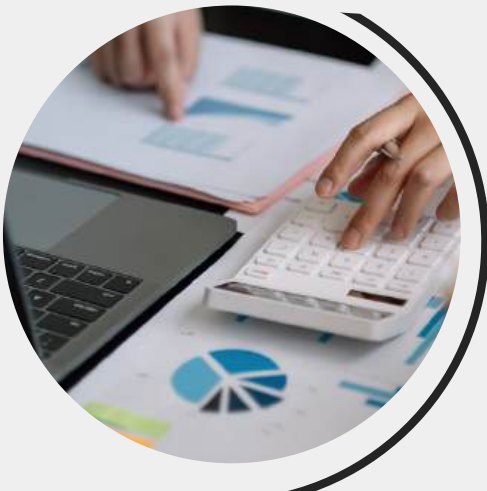
## IYSEDA

IYSEDA (International Youth Sport Environment and Development Association) is an active organization dedicated to non-formal education and important issues such as technology, supporting people with disabilities, sustainable green world. It organizes various events and Erasmus+ projects in different parts of Europe.

Founded in Muğla, Türkiye, IYSEDA has expanded globally, forming key partnerships with countries like Spain, Germany, Macedonia, and many others. These collaborations have enabled IYSEDA to work on meaningful projects for young people, individuals with or without disabilities, and lifelong learners.

IYSEDA aims to create inclusive opportunities and a global community focused on learning and development. It hosts numerous Erasmus+ KA1 and KA2 projects, promoting the mobility of individuals, youth workers, and associations in various Turkish cities, including Istanbul, Izmir, and Antalya.

The organization engages young people, with or without disabilities, in the Erasmus+ world within the EU. It continuously invites youth to explore opportunities for studying, volunteering, and learning. IYSEDA boasts a professional team committed to a better EU, aligning with Erasmus+ priorities.





# ONLINE TOOLS

There are seven online tools that can improve various aspects of an individual's life, whether personal, team-oriented, or work-related. The online tools listed below may benefit the digital activities which are inspired by “Disability Playbook”.

01

## CANVA

An online platform that enables individuals to produce impressive designs without the need for coding or design expertise.

02

## MIRO

A digital collaboration platform created to enhance communication and project management for remote and distributed teams.

03

## NOTION

One space for thoughts, writing, and planning.





04

**PADLET**

A platform where individuals can share their comments, questions, and resources in a single, easily accessible location for everyone.

05

**GRAMMARLY**

Grammarly simplifies AI writing, enabling individuals to work more efficiently with personalized AI assistance and text creation across various applications and websites.

06

**TRELLO**

A tool for collaboration that arranges projects into boards.

07

**COURSERA**

The platform provides global access to online courses and degrees from top universities and companies.



# **DISABILITY**

# **PLAYBOOK**

# **ENERGIZERS**

## Time

10 minutes

## Materials

None

## Objectives

- Enhance memory by recalling participants' names.
- Foster social interaction and build a sense of community.
- Improve focus and attention through active participation.

## Steps

- Participants sit in a circle.
- The first person makes a sound (e.g., clapping, humming).
- The next person repeats the sound and adds their own.
- Continue around the circle, creating a "sound chain."
- If the group is large, split into smaller circles.



**SOUND  
CHAIN**

**1**

# Energizer



# Time

15 minutes

# Materials

Colored cards or small objects

# Objectives

- Encourage movement and exploration in an inclusive environment.
- Foster teamwork and collaboration as participants work together to find all objects.
- Increase observation skills by focusing on colors and their surroundings.

# Steps

- Place colored cards or objects around the room or outdoor area.
- Assign participants to find objects of a specific color.
- Allow participants to use wheelchairs, mobility aids, or guides if needed.
- The game ends when all objects are found.



COLOR

HUNT

2

# Energizer

## Time

10 minutes

## Materials

Percussion instruments or objects (drums, shakers, spoons)

## Objectives

- Develop rhythm and coordination through percussion activities.
- Promote creativity and self-expression by allowing participants to create their own beats.
- Strengthen group synchronization and listening skills as participants follow rhythms.

## Steps

- Distribute instruments to participants.
- A leader starts by creating a simple rhythm.
- Participants replicate the rhythm, adding their own beats.
- Rotate the leadership role for variety.



**FEEL  
THE BEAT  
3**

# Energizer



## Time

15 minutes

## Materials

Boxes with sensory items (e.g., fabric, small toys, scented objects)

## Objectives

- Stimulate sensory perception through touch, smell, and visual engagement.
- Foster curiosity and descriptive skills as participants share what they sense.
- Promote inclusivity by providing sensory experiences accessible to all participants.

## Steps

- Participants take turns feeling or smelling objects in the sensory boxes.
- Each person guesses or describes what they feel.
- Facilitate a discussion about the textures or scents.



**SENSORY  
EXPLORATION**

**4**

# Energizer



## Time

20 minutes

## Materials

Emoji cards or visual aids

## Objectives

- Improve emotional literacy by recognizing and expressing emotions.
- Foster empathy and understanding through shared emotional expressions.
- Enhance communication skills in an engaging and playful format.

## Steps

- Distribute emoji cards to participants.
- Participants act out or describe the emotion shown.
- Others guess the emotion.
- Rotate until everyone has participated.



**EMOJI**

**EXPRESSION**

**5**

# Energizer



## Time

10 minutes

## Materials

None

## Objectives

- Improve coordination and timing by passing the clap around.
- Build group dynamics and a sense of connection through synchronized actions.
- Enhance focus and concentration as participants follow the sequence.

## Steps

- Participants sit or stand in a circle.
- One person claps and passes the "clap" to the next by making eye contact.
- The "clap" continues around the circle.
- Add variations like double claps or passing in reverse to increase difficulty.



**PASS**

**THE CLAP**

**6**

# Energizer

## Time

20 minutes

## Materials

None

## Objectives

- Foster creativity and imagination by collaboratively building a story.
- Improve listening and communication skills as participants build on each other's ideas.
- Encourage inclusivity and participation by ensuring everyone contributes to the story.

## Steps

- Participants sit or form a circle, ensuring all individuals can comfortably see and hear one another.
- The facilitator starts with the opening line of a story (e.g., "Once upon a time, in a magical forest, there lived a...").
- Each participant adds one sentence to continue the story, ensuring it connects to the previous part.
- Continue around the circle until everyone has contributed, or until a natural conclusion to the story is reached.



THE STORY

CHAIN

7

Energizer



# Energizer

## Tips

Here are facilitator tips for conducting energizers with participants who have various disabilities, ensuring inclusivity and a positive experience for everyone:

### PHYSICAL DISABILITIES:

Adapt Physical Activities:

- For games involving movement (e.g., "Color Hunt"), allow participants with mobility challenges to direct a partner or use assistive devices.
- Modify tasks to involve gestures, hand movements, or verbal contributions.

Ensure Accessibility:

- Set up the space to be wheelchair-friendly with clear pathways.
- Use lightweight, easily gripped objects for activities like tossing or passing.

Offer Assistance:

- Be available to assist but allow participants to decide if they need help.
- Encourage peer collaboration to foster inclusivity.

### SENSORY DISABILITIES (VISUAL OR HEARING IMPAIRMENTS)

Visual Impairments:

- Use descriptive language to explain activities (e.g., describe colors, objects, or movements).
- Incorporate tactile elements, such as textured materials or objects.
- Pair participants with a buddy for activities requiring navigation or visuals.

Hearing Impairments:

- Use visual cues like gestures, flashcards, or written instructions.
- Ensure all participants face the facilitator during explanations.
- Consider using sign language or a translator, if available.





## COGNITIVE OR INTELLECTUAL DISABILITIES

Simplify Instructions:

- Break down tasks into small, manageable steps.
- Use repetition and check for understanding by asking participants to repeat instructions.

Be Patient:

- Allow extra time for participants to process and respond.
- Offer gentle encouragement to keep them engaged.

Use Visual Aids:

- Incorporate images, symbols, or demonstrations to clarify the activity.
- Use bright colors or playful elements to maintain attention.

## MENTAL HEALTH CHALLENGES

Create a Calm Environment:

- Avoid loud noises or overly stimulating environments that could cause distress.
- Allow participants to take breaks if needed.

Encourage Expression:

- Offer low-pressure activities like "Sound Chain" or "Feel the Beat" that allow self-expression without judgment.
- Validate participants' feelings and contributions.

Be Supportive:

- Foster a sense of safety and community.
- Avoid pushing participants too far outside their comfort zone.





# **DISABILITY PLAYBOOK TOOLS**



# Tools

## By Germany

VMDO (Verbund sozial-kultureller Migrantenvereine Dortmund e.V)

- Inclusitivity Workshops
- Destroying Regional Barriers Workshop
- Art Therapy Workshop
- Storytelling Workshop
- Creative Story Workshop
- Photograph Workshop
- Pause The Video Workshop



## Time

2 hours

## Goals

The tool aims to foster collaboration and creative thinking among participants by encouraging the exploration of inclusivity, diversity, youth work, and the needs of people with disabilities. Active engagement and the sharing of unique insights will be promoted, allowing participants to learn from each other. Visual presentation skills will be developed using Canva, enhancing the ability to communicate ideas effectively. Meaningful communication and interaction will be facilitated through regular feedback sessions, ensuring a dynamic and supportive learning environment.

## Outputs

Created flip charts on inclusivity, diversity, youth work, and disability needs. Collaboratively brainstormed ideas and transferred them to Canva slides. Improved presentation and communication skills through feedback. Increased participants' understanding and awareness of these topics.

# Tool

# 1

**INCLUSIVITY  
WORKSHOP**







## Steps

1. Prepare multiple flip charts and crayons for the activity.
2. Divide participants into equal groups and arrange them in a circle around each flip chart.
3. Label the flip charts with the topics: "Inclusivity," "The Needs of People with Disabilities," "Diversity," and "Youth Work."
4. Allow each group sufficient time to brainstorm and visually depict their interpretations of the assigned topics on their respective flip charts.
5. Rotate groups through each flip chart so that every participant contributes to every topic.
6. Facilitate a discussion led by the activity host to collectively review the contents of the flip charts.
7. Encourage participants to present their ideas and illustrations, fostering a collaborative brainstorming session to combine different perspectives.
8. Encourage all participants to engage by sharing their unique insights through writing or drawing.
9. Wrap up the activity by asking each group to transfer their flip chart contents onto a Canva slide to create a visually appealing presentation.
10. Show the Canva slides to all participants for feedback, promoting meaningful communication and interaction among individuals.



## Time

2 hours

## Goals

The tool aims to increase awareness of challenges faced by individuals with disabilities in European youth work and enhance understanding of available services across Europe. Participants will identify successful practices that support individuals with disabilities in personal and professional contexts, fostering collaboration and proposing viable solutions to prevalent challenges in Europe.

## Outputs

Research findings on challenges and available services for individuals with disabilities in chosen European countries. Identification of successful practices supporting individuals with disabilities. Proposal of viable solutions to challenges in accommodating individuals with disabilities in European youth work. Presentation of findings and proposed solutions in a collective forum.

# Tool

## 2

### DESTROYING REGIONAL BARRIERS WORKSHOP





## Steps

1. Set up a spacious room or area for the activity.
2. Divide participants into groups, each choosing a European country facing challenges in accommodating individuals with disabilities in youth work.
3. Research and discuss available services for individuals with disabilities in the chosen countries.
4. Facilitate open discussions within each group to share research findings and enhance awareness. Identify successful practices and services supporting individuals with disabilities.
5. Connect research outcomes with best practices to propose solutions to challenges in Europe.
6. Present findings in a collective forum, encouraging sharing of insights and inspiration from proposed solutions.



## Time

3 hours

## Goals

The tool encourages participants to reflect on and interpret visual representations of societal equality, especially for individuals with disabilities. It promotes collaborative decision-making and communication skills by constructing cohesive sentences that incorporate multiple concepts. Additionally, it fosters creativity and teamwork through illustrating these sentences on flipcharts.

## Outputs

Constructed sentence incorporating the top five concepts identified from the artwork. Illustrated flipcharts representing each group's interpretation of the constructed sentence. Collective exhibition of the drawings to showcase participants' creativity and interpretations. Open discussions fostering sharing of ideas, inspiration, and constructive feedback among participants.

# Tool 3

## ART THERAPY WORKSHOP





## Steps

1. Start with the host presenting artwork showing a society where equality is present, especially among people with disabilities, regardless of age, gender, nationality, or other barriers.
2. Participants interpret the artwork and together identify the top five concepts it represents.
3. Collaboratively construct a sentence that includes all five concepts in a meaningful way.
4. Divide participants into groups and assign each group to illustrate their sentence on a flipchart.
5. Groups have the freedom to add slogans or quotes relevant to the theme on their flipcharts.
6. Hold a collective exhibition of the drawings, facilitating open discussions.
7. Encourage participants to draw inspiration from each other's creativity and provide constructive feedback.



## Time

3 hours

## Goals

It aims to encourage active listening and comprehension of narrative elements while fostering creativity and spontaneity through participant involvement in storytelling. It promotes collaboration and interconnection among participants through theatrical performances, stimulating critical thinking and reflection by discussing and analyzing peers' performances and role choices.

## Outputs

Enhanced understanding and interpretation of the story's essence. Theatrical performances demonstrating participants' creativity and engagement. Discussion highlighting participants' impressions and insights into each other's performances. Reflections on the significance of character choices and their contribution to the narrative.

# Tool 4

## STORYTELLING WORKSHOP





## Steps

1. The host reads a story while participants listen attentively. Participants spontaneously embody characters, objects, or sentences from the story.
2. As the story progresses, participants engage in theatrical performances that connect with others' portrayals.
3. After the story ends, participants discuss their impressions of each other's performances.
4. Acting participants explain the reasoning behind their chosen roles. Upon the final reading, participants assume different roles.
5. A reflective dialogue follows to uncover intentions behind character choices and the roles' significance.





## Time

2 hours

## Goals

It aims to encourage creativity and teamwork by having groups develop and act out a story continuation, promoting understanding and awareness of challenges faced by individuals with and without disabilities in youth work. Additionally it aims to encourage public speaking and performance skills through storytelling and acting, while fostering critical thinking and reflective discussion on narrative content and underlying messages.

## Outputs

Continued story segments developed by each group, highlighting creative input on given themes. Theatrical performances of each group's narrative. Feedback sessions contributing to narrative enhancement. Discussions reflecting on the narratives, key themes, and messages, deepening participants' understanding of the issues portrayed.

# Tool 5

## CREATIVE STORY WORKSHOP





## Steps

1. Participants are divided into groups, each receiving the beginning segment of a story.
2. Groups are tasked with creatively continuing the story, focusing on themes of youth work and challenges faced by individuals with and without disabilities.
3. Each group acts out their continued story for the entire assembly.
4. After the performances, groups present their narratives and receive feedback from peers to enhance the story's depth. Participants plan and rehearse their roles within their groups based on the feedback.
5. Groups perform their narratives, inviting further feedback.
6. Engage in discussions about the narrative, key themes, and messages conveyed through their performances.



## Time

1 hour and 30 minutes

## Goals

It aims to raise awareness of societal barriers affecting individuals with disabilities in youth work by fostering creativity and critical thinking through the development and presentation of photographic concepts. It enhances understanding of problem-solving and advocacy through visual storytelling. Promote collaborative analysis and discussion to refine and justify proposed solutions to the depicted challenges.

## Outputs

Conceptual photographs illustrating societal barriers. Presentations explaining the context and challenges of each photograph. Discussions leading to a deeper understanding of the issues and potential solutions. Documented proposed solutions and alternative approaches to addressing the barriers depicted in the photographs.

# Tool 6

## PHOTOGRAPH WORKSHOP





## Steps

1. Participants are divided into groups and tasked with capturing images depicting societal barriers faced by individuals with disabilities in youth work.
2. Groups brainstorm, research, and creatively develop their photographic concepts.
3. Each group takes a photograph embodying characters or objects representing these barriers.
4. Groups present their photographs, with the host aiding in explaining the context and challenges depicted.
5. A discussion session follows where participants analyze the issues shown in the photos and suggest modifications to address these challenges.
6. Participants justify their proposed solutions and consider alternative approaches.
7. The entire group shares and discusses their preferred solutions collectively.



## Time

1 hour

## Goals

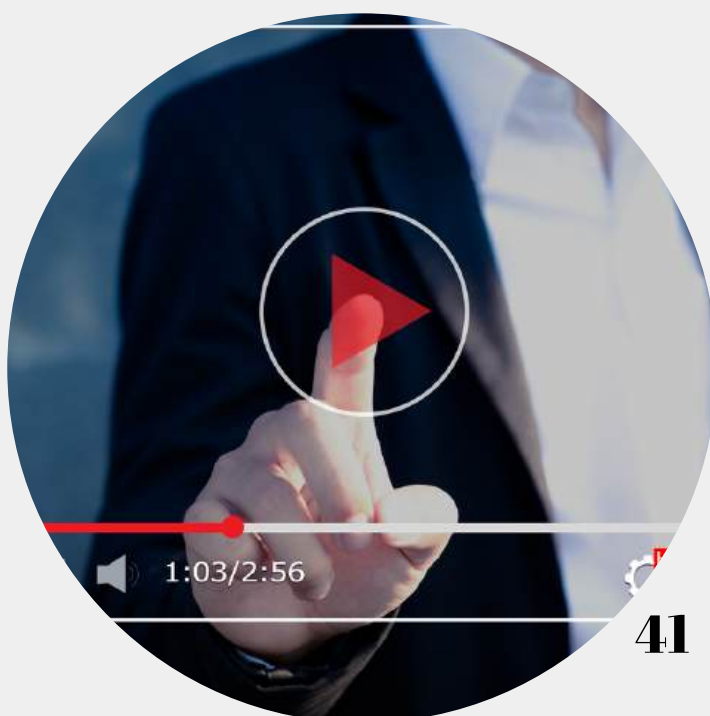
It aims to enhance awareness and understanding of societal barriers faced by individuals with disabilities by developing critical viewing and analytical skills through pausing and discussing video content. Encourage research and problem-solving skills by identifying and addressing depicted issues. It also aims to foster collaborative learning and communication among participants, promoting and practical thinking in proposing real-world solutions to societal challenges.

## Outputs

Detailed analysis of societal barriers as depicted in the video. Proposed solutions for overcoming the identified barriers. Presentations that showcase each group's understanding and approach to problem-solving. Enhanced understanding of the issues faced by individuals with disabilities through reflective discussions. Documented strategies and interventions that could be applied in similar real-world scenarios.

# Tool 7

## PAUSE THE VIDEO WORKSHOP





## Steps

1. Participants are divided into groups and each group is given access to a video depicting societal barriers, particularly those faced by individuals with disabilities.
2. Each group watches the video, pausing at key moments to discuss and identify specific barriers shown in the scenes.
3. Groups brainstorm and research the historical and societal context of the barriers they identify.
4. Groups then develop and propose interventions or solutions for the barriers identified in the video.
5. Each group presents their findings and proposed solutions to the rest of the participants.
6. A discussion follows each presentation, allowing for feedback and further exploration of the proposed solutions.
7. The workshop concludes with a collective reflection on the learning experience and how the insights gained might be applied in real-world contexts.



# Tools

## By North Macedonia

LASTOVICA SKOPJE

- Mental Health Workshop
- Accessible Transportation Workshop
- Emergency Preparedness and Safety Workshop
- Life Skills Workshop
- Outdoor Adventure Workshop
- Financial Empowerment Workshop
- Disability Rights Awareness Workshop





## Time

2 hour

## Goals

The tool aims to nurture the well-being and mental health of individuals with disabilities by promoting mindfulness, relaxation, and diverse meditation techniques. It prioritizes safety and accessibility in all aspects of the workshop, creating a supportive and inclusive environment tailored to the unique needs and physical capabilities of each participant.

## Outputs

Enhanced well-being and mental health among participants with disabilities. Increased awareness and understanding of mindfulness, relaxation, and meditation techniques. Creation of a supportive and inclusive environment that prioritizes safety and accessibility. Development of strategies and practices for promoting mental health and well-being that can be applied in daily life.

# Tool

## 1

## MENTAL HEALTH WORKSHOP





## Steps

1. The facilitator introduces a range of exercises aimed at promoting mindfulness, relaxation, and diverse meditation techniques.
2. Participants are given the freedom to choose whether they would like to engage in the workshop indoors or outdoors, based on group dynamics and preferences.
3. The program is meticulously tailored to accommodate the unique needs and physical capabilities of each participant. Exercises are adapted for mobility challenges and sensory-friendly practices are implemented to ensure accessibility for all participants.
4. Throughout the workshop, the facilitator guides participants through mindfulness exercises and meditation techniques, emphasizing relaxation and well-being.
5. Participants engage in discussions and reflections on their experiences, sharing insights and strategies for promoting mental health and well-being.

# Tool

## 2

### ACCESSIBLE TRANSPORTATION WORKSHOP

#### Time

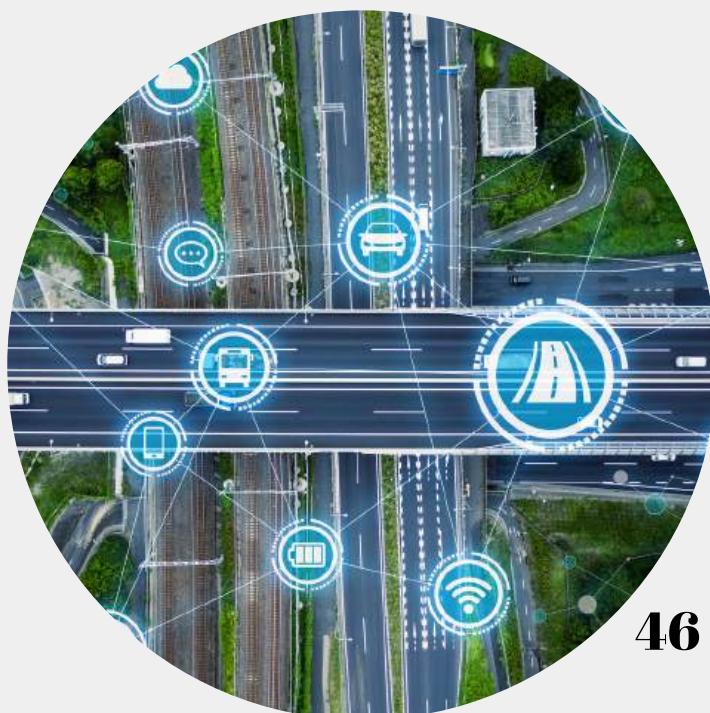
2 hour

#### Goals

The tool aims to explore and optimize transportation and mobility services with a focus on inclusivity for individuals with disabilities. It fosters team cohesion and collaboration through group research and discussions on travel options, sparking innovative ideas to improve travel accessibility and mobility for everyone. By sharing insights and recommendations, the project seeks to inspire advancements in inclusive transportation and mobility services.

#### Outputs

Research findings highlighting the current landscape of transportation and mobility services. Collaboratively developed recommendations for improving travel accessibility. Presentation of insights and innovative ideas to a broader audience. Potential inspiration for further advancements and innovations in inclusive transportation and mobility services.





## Steps

1. Participants engage in group research to explore the current landscape of transportation and mobility services, with a focus on inclusivity for individuals with disabilities.
2. Group discussions are facilitated to brainstorm ideas and innovative solutions to improve travel accessibility.
3. Teams collaborate to develop recommendations for optimizing transportation services, considering local, regional, and global travel settings.
4. Participants present their findings and recommendations to a broader audience, sharing insights and inspiring further advancements in inclusive transportation and mobility services.



## Time

2 hour

## Goals

The tool aims to equip participants with the skills to effectively handle emergency situations, whether seeking help or providing assistance to others. It seeks to minimize physical or mental harm during emergencies by promoting preparedness and appropriate actions. By fostering collaboration and teamwork through group discussions and theater play creation, the project enhances understanding of the needs of people during emergencies and the utilization of available resources.

## Outputs

Theater plays created by groups, illustrating the needs of people during emergencies and appropriate actions to take. Enhanced collaboration and teamwork skills demonstrated through the creation and rehearsal of the theater plays. Increased understanding of the importance of preparedness and utilization of available resources during emergencies.

# Tool

# 3

## EMERGENCY PREPAREDNESS AND SAFETY WORKSHOP





## Steps

1. Participants gather in groups to discuss the needs of people during emergencies and brainstorm appropriate actions to take.
2. Groups collaborate to create a theater play that illustrates these needs and actions, incorporating mindful acts and available resources.
3. Participants rehearse and refine their theater plays, focusing on effective communication and realistic scenarios.
4. Groups perform their theater plays for the rest of the participants, showcasing their understanding of emergency preparedness and response.
5. Peers provide feedback to each group, offering insights and suggestions for improvement.
6. Participants reflect on their performances and discuss ways to refine their approach to emergency preparedness and response based on the feedback received.



## Time

3 hours

## Goals

The tool aims to equip participants with essential soft skills applicable to both personal and professional contexts. It fosters research and exploration of various methods and techniques related to critical thinking and problem-solving. Participants will have opportunities to present their findings and engage in discussions to deepen their understanding. Through practical exercises, participants will apply learned techniques to real-life problems.

## Outputs

Research findings and insights presented by participants on various soft skills topics. Application of learned techniques to real-life problems through practical exercises. Enhanced understanding and application of critical thinking and problem-solving skills. Increased confidence and readiness to apply learned skills in personal and professional contexts.

# Tool

# 4

LIFE SKILLS

WORKSHOP







## Steps

1. The host organizes discussion circles, each focusing on different topics such as critical thinking and problem-solving.
2. Within these circles, participants research and explore methods and techniques related to their assigned topic, such as the Pomodoro Technique or the Problem-Solving Tree method.
3. Participants present their findings to the rest of the group, sharing insights and key learnings.
4. Following the presentations, participants engage in practical exercises where they apply the techniques learned to real-life problems relevant to the workshop's focus areas. Facilitators guide discussions and provide feedback to reinforce understanding and encourage further exploration.
5. Participants reflect on their experiences and discuss potential applications of the learned skills in their personal and professional lives.

# Tool 5

## OUTDOOR ADVENTURE WORKSHOP

### Time

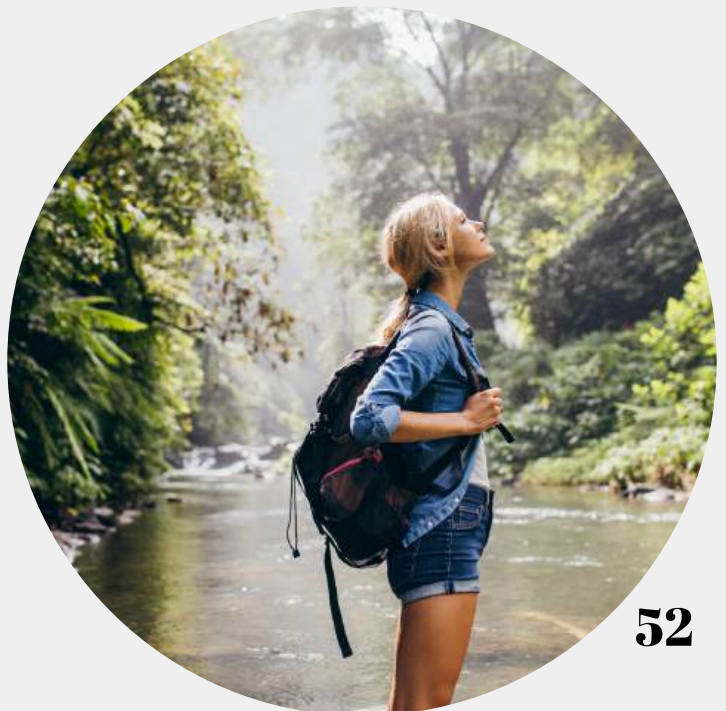
3 hours

### Goals

The tool aims to provide a unique experience that highlights the positive impact of natural environments on individuals. Ensuring inclusivity from the start, music and exercises are tailored to accommodate people with disabilities. Team-building, physical activities, and endeavors are made accessible to all participants, regardless of their abilities. The workshop fosters a sense of unity and camaraderie through inclusive and collaborative experiences.

### Outputs

Participation of individuals with and without disabilities in inclusive physical activities. Fostering of unity and camaraderie among participants through collaborative experiences. Promotion of the positive impact of natural environments on individuals' well-being. Enhanced understanding and appreciation of inclusivity and accessibility in recreational activities.





## Steps

1. The host introduces music and exercises tailored to accommodate people with disabilities, ensuring inclusivity.
2. Participants engage in a warm-up session to prepare for physical activities.
3. Participants are divided into groups, and each group devises physical games that are accessible to everyone.
4. Groups organize and lead their respective games, incorporating elements of team-building, sports, and creativity.
5. Participants actively participate in the games, fostering unity and camaraderie among all participants.
6. Throughout the activity, the host and facilitators ensure that all participants are included and supported in their engagement.



## Time

2 hours

## Goals

The tool aims to empower participants with financial knowledge and tools to improve their lives. It provides a platform for participants to openly share their financial challenges and receive support. By fostering creativity and critical thinking through the creation of TV shows addressing financial problems and solutions, the project facilitates peer learning and discussion to enhance understanding of financial management concepts.

## Outputs

Creation of TV shows addressing financial problems and solutions by participant groups. Open sharing of financial challenges and support among participants. Peer learning and discussion sessions fostering understanding of financial management concepts. Increased knowledge and skills among participants to achieve financial empowerment and long-term stability.

# Tool

# 6

**FINANCIAL  
EMPOWERMENT  
WORKSHOP**





## Steps

1. The host initiates a discussion session where participants openly share their financial challenges, including income, expenses, and support.
2. Participants work in groups to create TV shows addressing these financial problems and offering potential solutions.
3. Groups research and rehearse their presentations to ensure quality and effectiveness. Participants watch each other's TV shows, absorbing information and perspectives on financial management.
4. The host facilitates another discussion session where participants discuss the information presented, share insights, and offer support.
5. Throughout the activity, participants engage in reflection and peer learning to deepen their understanding of financial empowerment.

# Tool

# 7

## DISABILITY RIGHTS AWARENESS WORKSHOP

### Time

2 hours

### Goals

The tool aims to raise awareness about the rights of disabled people among participants and the broader community. It empowers participants to convey messages of advocacy and inclusion through digital media. By sharing reels on social media platforms, the project amplifies awareness on a global scale, shedding light on the challenges faced by disabled individuals and advocating for their rights and inclusion in society.

### Outputs

Creation of reels by participant groups, conveying messages about the rights of disabled people. Amplification of awareness on social media platforms through the sharing of reels. Increased understanding and empathy among participants and the broader community about the challenges faced by disabled individuals. Advocacy for the rights and inclusion of disabled individuals in society, promoted through digital media initiatives.





## Steps

1. Participants are divided into equal groups to brainstorm and plan their reels, focusing on conveying messages about the rights of disabled people.
2. Each group chooses a location for recording their reels, ensuring it aligns with their message and provides visual impact.
3. Participants create reels lasting at least one minute, utilizing creative elements such as storytelling, visuals, and music to convey their message effectively.
4. After recording, groups share their reels on their social media accounts, using appropriate hashtags to reach a wider audience and amplify awareness.
5. Participants engage in discussions and reflections on the process, sharing insights and learnings about advocacy and inclusion for disabled individuals.





# Tools

## By Türkiye

IYSEDA (International Youth, Sport, Environment and Development Association)

- Technology Workshop
- Entrepreneurship Workshop
- Community Action Workshop
- Simulation Workshop
- Story Sharing Workshop
- Podcast Workshop
- Music Workshop



## Time

2 hours

## Goals

The tool aims to enhance understanding of the latest technology designed to assist people with disabilities. It fosters teamwork and collaboration through group research and presentations, while developing note-taking skills to effectively summarize and communicate information. Additionally, the project increases awareness and appreciation of innovations aimed at improving the lives of individuals with disabilities.

## Outputs

Research notes summarizing the latest technology for assisting individuals with disabilities. Visual presentations on paper, incorporating drawings or symbols to enhance understanding. Increased awareness and appreciation of innovative solutions for addressing the needs of people with disabilities. Exchange of knowledge and inspiration among participants, fostering a supportive and inclusive learning environment.

# Tool

# 1

**TECHNOLOGY  
WORKSHOP**





## Steps

1. Split participants into groups and assign each group a specific category of technology designed to assist people with disabilities (e.g., physical, mental, educational).
2. Within their groups, participants research the latest innovations in their assigned category, focusing on functionality, accessibility, and real-world applications.
3. Each group takes notes on their findings, highlighting key features, benefits, and potential impact on individuals with disabilities.
4. Participants creatively present their research findings on paper, incorporating drawings or symbols to make the information visually appealing and easily understandable.
5. Groups share their papers with the entire group, explaining their chosen innovations and how they can benefit people in need.
6. Encourage discussion and exchange of ideas among participants, inspiring each other with the existing innovations and their potential applications.

# Tool 2

## ENTREPRENEURSHIP WORKSHOP

### Time

2 hours

### Goals

The tool aims to raise awareness among participants about the challenges faced by individuals with disabilities in youth engagement. It motivates participants to develop entrepreneurial solutions to address these challenges, fostering teamwork and collaboration through group brainstorming and presentation preparation. Participants will also receive valuable feedback and insights from experienced individuals in entrepreneurship and startups.

### Outputs

Detailed presentations showcasing entrepreneurial concepts to address challenges faced by individuals with disabilities in youth engagement. Evaluation and feedback from experienced individuals in entrepreneurship and startups. Identified promising entrepreneurship ideas with potential for implementation and impact. Enhanced awareness and motivation among participants to take action and make a positive difference in addressing the needs of individuals with disabilities.





## Steps

1. Facilitator divides participants into equal groups to contemplate unresolved challenges faced by individuals with disabilities in youth engagement.
2. Each group engages in brainstorming sessions and group discussions to generate entrepreneurial concepts aimed at addressing the identified challenges.
3. Participants prepare detailed presentations to showcase their entrepreneurial concepts, including problem identification, proposed solutions, and potential impact.
4. A panel of four experienced individuals in entrepreneurship and startups evaluates all presentations and poses relevant questions to the groups.
5. The panel votes on the most promising entrepreneurship ideas based on feasibility, innovation, and potential impact.
6. Feedback is provided to all groups, highlighting strengths and areas for improvement in their presentations and entrepreneurial concepts.



## Time

2 hours

## Goals

The tool aims to garner extensive support from participants to enhance conditions for the target group outlined in the playbook. Participants are encouraged to formulate a comprehensive strategy for improving conditions on social, local, and international levels. The project raises awareness about societal diversity and associated needs effectively, engaging participants in drafting diverse communication materials such as letters, messages, and public speaking scenarios.

## Outputs

Comprehensive strategy formulated by each group to improve conditions for the target group. Diverse communication materials including letters, messages, and public speaking scenarios drafted by participants. Theatrical performances showcasing the drafted communication materials before an audience. Dissemination of messages, letters, and public speaking scenarios via social media platforms to raise awareness among peers, families, and friends.

# Tool

# 3

**COMMUNITY  
ACTION  
WORKSHOP**





## Steps

1. Participants are briefed on the objectives outlined in the playbook and the importance of garnering support to enhance conditions for the target group.
2. Groups are formed in advance to facilitate collaboration and brainstorming.
3. Participants explore various avenues to raise awareness about societal diversity and associated needs through group discussions and research.
4. Groups formulate a comprehensive strategy encompassing actions on social, local, and international levels to improve conditions for the target group.
5. Each group drafts diverse communication materials such as letters, messages, and public speaking scenarios.
6. Theatrical performances are organized to present the drafted communication materials before an audience, incorporating elements of storytelling and engagement.
7. Participants disseminate selected messages, letters, and public speaking scenarios via their social media platforms to inform their peers, families, and friends about the initiative and its objectives.





## Time

2 hours

## Goals

The tool aims to provide participants with firsthand experience of the daily challenges faced by individuals with disabilities, fostering heightened levels of empathy and understanding towards the target group. It encourages participants to reflect on and share insights gained from the simulation workshop, raising awareness about the importance of accessibility and inclusion for individuals with disabilities.

## Outputs

Heightened empathy and understanding among participants towards individuals with disabilities. Insights and reflections shared by participants during the discussion session. Increased awareness about the daily challenges faced by individuals with disabilities. Potential ideas and actions discussed to promote accessibility and inclusion in various settings.

# Tool

# 4

## SIMULATION

## WORKSHOP





## Steps

1. Participants are divided into split groups and paired up for the simulation workshop.
2. Each pair engages in different scenarios reflecting daily challenges faced by individuals with disabilities.
3. Some pairs wear blindfolds to navigate a route and locate an object.
4. Other pairs use walking sticks to simulate mobility challenges, while some convey messages without verbal communication.
5. After completing the scenarios, participants gather for a facilitated discussion session led by the host.
6. Participants share their insights and reflections on the challenges they experienced during the simulation.
7. The host guides the discussion towards understanding and empathy towards individuals with disabilities and the importance of accessibility and inclusion.



## Time

2 hours

## Goals

The tool aims to provide individuals with disabilities a platform to share their authentic life narratives, fostering empathy, understanding, and solidarity among participants through storytelling. It facilitates a diverse exchange of narratives and viewpoints within the target demographic, encouraging active listening, reflection, and meaningful discussions among participants.

## Outputs

Authentic life narratives shared by individuals with disabilities, fostering empathy and understanding. Meaningful discussions and exchanges of viewpoints among participants. Increased awareness and appreciation of the experiences and perspectives within the target demographic. Potential actions and initiatives discussed to address challenges and promote inclusivity based on the shared narratives.

# Tool

## 5

### STORY SHARING

### WORKSHOP





## Steps

1. Organize participants into circles, ensuring each circle includes at least one individual who can share pertinent stories related to the target demographic.
2. Facilitators provide specific questions for each World Cafe circle to prompt storytelling and discussion.
3. Participants attentively listen to the stories shared within their circle and engage in discussions, expanding upon the initial questions.
4. After a designated time (five or ten minutes), participants rotate to join new circles.
5. In the new circles, participants continue to share stories and engage in discussions based on the provided questions.
6. Repeat the rotation process multiple times to allow participants exposure to a variety of stories and viewpoints.
7. Facilitators encourage reflection and synthesis of insights gained from the diverse narratives and discussions.



## Time

2 hours

## Goals

The tool aims to raise awareness on a chosen topic through podcasting, empowering participants to make a difference in their lives and communities. It encourages creativity and effective communication through scriptwriting and podcast production, facilitating the sharing of knowledge and experiences among participants. Engagement and feedback are fostered to enhance the quality and impact of the podcasts., reflection, and meaningful discussions among participants.

## Outputs

Podcasts created by participants on various topics. Increased awareness and understanding of chosen topics among participants. Feedback provided by participants to improve the quality of podcasts. Engagement on social media through the sharing of podcasts, contributing to wider dissemination of information and awareness-raising efforts.

# Tool

## 6

### PODCAST

### WORKSHOP





## Steps

1. Participants are divided into groups and choose a topic for their podcast.
2. Each group crafts a script for their podcast, deciding on the format (e.g., informative speech, interview).
3. Groups record their podcasts, ensuring they are a minimum of two minutes in length.
4. Towards the end of the workshop, all podcasts are listened to by participants.
5. Participants provide feedback on each podcast, highlighting strengths and areas for improvement.
6. Each individual shares at least one podcast on social media, spreading awareness to a wider audience.



## Time

2 hours

## Goals

The tool aims to enhance communication skills for individuals with disabilities through artistic expression, fostering creativity and collaboration among participants in composing and performing songs. It provides a platform for participants to convey meaningful messages through music, encouraging the use of diverse musical genres and instruments to express emotions and ideas effectively. dcasts., reflection, and meaningful discussions among participants.

## Outputs

Original songs composed and performed by participants. Enhanced communication skills and artistic expression among individuals with disabilities. Meaningful messages conveyed through music, fostering emotional connections with the audience. Collaboration and creativity demonstrated through the use of diverse musical genres, instruments, and technologies.

# Tool

# 7

## MUSIC

## WORKSHOP





## Steps

1. Participants are divided into groups and allotted time to compose songs within genres like pop or rock.
2. Groups brainstorm lyrics and melodies that convey their intended messages or themes.
3. Participants are encouraged to utilize various instruments, objects for creating sounds, or AI tools to enhance their compositions.
4. Groups rehearse and refine their songs, ensuring they effectively convey their messages.
5. Each group performs their songs before the audience, aiming to evoke emotions and convey their messages effectively.
6. After the performances, participants and audience members engage in discussions and reflections on the themes and messages conveyed through the songs.



# Workshop

## Tips

Facilitating workshops requires preparation, adaptability, and strong interpersonal skills. Here are comprehensive tips to ensure a productive and inclusive workshop experience:

### PREPARATION

Define Clear Objectives:

- Identify the workshop's purpose and desired outcomes (e.g., skill-building, problem-solving, awareness-raising).
- Share these objectives with participants at the beginning.

Know Your Audience:

- Understand participants' backgrounds, abilities, and expectations.
- Tailor activities to accommodate different skill levels, interests, and needs.

Plan and Structure the Workshop:

- Break the session into manageable segments with a mix of activities (e.g., icebreakers, discussions, hands-on tasks).
- Allocate time for introductions, breaks, and reflections.
- Have a backup plan for unforeseen challenges (e.g., technology issues or low engagement).

Prepare Materials and Space:

- Ensure all materials (e.g., handouts, markers, tools) are ready and accessible.
- Set up the space to be inclusive (e.g., wheelchair accessibility, sensory-friendly areas).
- Test all equipment (e.g., projectors, microphones) beforehand.

Practice Facilitation Techniques:

- Rehearse key parts of your workshop, such as transitions between activities or introducing complex concepts.
- Anticipate potential questions or challenges.



## OPENING THE WORKSHOP

Create a Welcoming Environment:

- Greet participants warmly and introduce yourself.
- Set a positive tone by sharing your enthusiasm for the topic.

Set Expectations:

- Outline the agenda, goals, and flow of the workshop.
- Explain any ground rules, such as mutual respect, active listening, and time management.

Icebreakers:

- Use an engaging icebreaker to help participants feel comfortable and connected.
- Choose activities that are inclusive and simple, like name games or shared goals.

## FACILITATION DURING THE WORKSHOP

Engage Participants Actively:

- Use a variety of formats (e.g., discussions, group work, individual tasks) to cater to different learning styles.
- Encourage questions, input, and idea-sharing to make the session interactive.

Be Inclusive:

- Adapt activities to ensure accessibility for participants with disabilities (e.g., provide assistive tools or alternative instructions).
- Use plain language and avoid jargon to ensure comprehension.

Monitor Energy Levels:

- Pay attention to the group's energy and adjust the pace accordingly.
- Incorporate energizers or short breaks to keep participants engaged.

Facilitate Discussions Effectively:

- Encourage balanced participation by inviting quieter individuals to share while managing dominant voices tactfully.
- Use open-ended questions to stimulate deeper discussions.

Encourage Collaboration:

- Organize group or pair work to foster teamwork and peer learning.
- Rotate groups or roles to ensure diverse interactions.





## USING TECHNOLOGY

Leverage Visual and Interactive Tools:

- Use slides, videos, or infographics to present key ideas visually.
- Incorporate interactive platforms like polls, quizzes, or digital whiteboards.

Be Prepared for Technical Issues:

- Have printed materials or offline activities as backups.
- Assign a co-facilitator or helper to manage technical aspects if available.

## POST-WORKSHOP FOLLOW-UP

Gather Feedback:

- Distribute surveys or hold a brief discussion to collect feedback on the workshop's content and delivery.
- Use feedback to improve future sessions.

Provide Resources:

- Share any slides, materials, or notes used during the workshop.
- Recommend additional resources for further exploration of the topic.

Stay Connected:

- Send a follow-up email summarizing the session and thanking participants.
- Encourage participants to reach out with any questions or insights.

## FACILITATOR MINDSET

Stay Positive and Enthusiastic:

- Your energy and attitude can greatly influence the group's engagement.
- Be encouraging and approachable throughout.

Be an Active Listener:

- Show genuine interest in participants' contributions and validate their input.
- Use reflective listening to ensure you understand their perspectives.

Model Flexibility and Openness:

- Be open to new ideas and suggestions from participants.





# **DISABILITY**

# **PLAYBOOK**

# **REFLECTIONS**

# Reflection

1

FEELING

CIRCLE



77



Time

10 minutes

Materials

Emotion cards or a whiteboard with emojis

Objectives

Build emotional literacy and self-awareness.  
Foster group empathy by encouraging understanding of others' feelings.  
Create a safe space for emotional expression and validation.

Steps

Gather participants in a circle.  
Show emotion cards/emojis and ask participants to pick one that represents how they feel.  
Participants explain their choice briefly.  
Encourage alternative communication methods (e.g., pointing to cards) for nonverbal participants.

# Reflection

2

STORY  
STONE



Time

20 minutes

Materials

Stones with symbols or pictures, markers

Objectives

Encourage creativity and interpretation through symbolic representation.  
Enhance listening skills by sharing and understanding others' stories.  
Build connections among participants by exploring shared themes.

Steps

Provide participants with stones featuring images (or blank stones they can decorate).  
Ask participants to select a stone and explain how it relates to their experience.  
Guide the discussion to highlight key takeaways.



# Reflection

3

WHEEL

REFLECTION



Time

20 minutes

Materials

A spinner wheel with reflection prompts (e.g., "What did you enjoy most?", "What was challenging?")

Objectives

- Promote diverse perspectives by addressing various aspects of the experience.
- Encourage critical thinking by answering different types of questions.
- Create an interactive, engaging way to reflect as a group.

Steps

- Spin the wheel to select a question.
- Each participant answers the question or contributes their thoughts.
- Use alternative prompts for nonverbal responses, such as drawing or gestures.



# Reflection

## 4

### REFLECTION COLLAGE



Time

30 minutes

Materials

Magazines, paper, scissors, glue

Objectives

Encourage participants to explore key moments and takeaways from the activity.

Foster mindfulness and focus through hands-on engagement.  
Build group sharing skills as participants present their collages.

Steps

Provide materials for participants to create a collage that represents their experience.

Participants share their collages with the group, explaining their choices.

Ensure adaptations for mobility challenges, such as pre-cut images or assistance.





# Reflection

5

FLOWER

REFLECTION



81



Time

15 minutes

Materials

None or flipcharts, pens and pens if the reflection will be written.

Objectives

Reflect on positive aspects (Rose), challenges (Thorn), and growth opportunities (Bud).

Encourage participants to think about their personal and group contributions.

Provide a framework for constructive feedback and future planning.

Steps

Ask participants to share one "Rose" (positive experience), one "Thorn" (challenge), and one "Bud" (something they're looking forward to).

Encourage participants to share verbally, write their responses, or use symbols.

# Reflection

6

GUIDED

VISUALISATION



82



Time

15 minutes

Materials

None

Objectives

Help participants relax and recall meaningful moments.  
Stimulate imagination and reflection through a sensory experience.  
Encourage personal connections to the activity's themes.

Steps

Guide participants through a visualization, asking them to imagine their favorite moments and lessons learned.  
Afterward, invite participants to share verbally, draw their experience, or write it down.  
Ensure a calm, accessible environment for participants with sensory sensitivities.

# Reflection

7

ECHO

REFLECTION



Time

15 minutes

Materials

None

Objectives

Create a structured way to summarize key takeaways.  
Build listening and interpretation skills by encouraging participants to echo others' reflections.  
Promote active engagement by adding personal insights to the discussion.

Steps

The next participant repeats one part they found meaningful and adds their own.

Continue around the group, creating a chain of reflections.  
Allow nonverbal participants to contribute using gestures or tools like communication boards.



# Reflection



## Tips

Facilitating reflection sessions effectively requires sensitivity, inclusivity, and adaptability. Here are comprehensive tips to guide facilitators:

### PREPARATION

Understand Your Group:

- Be aware of participants' abilities, preferences, and any accommodations needed.
- Create activities that are accessible and inclusive for all participants.

Choose the Right Environment:

- Ensure the space is quiet, comfortable, and accessible.
- Arrange seating in a way that promotes equal participation (e.g., a circle or semi-circle).

Set Clear Objectives:

- Know what you want participants to gain from the session (e.g., personal insights, group cohesion, or action points).
- Communicate these objectives at the start of the session.

### FACILITATION TECHNIQUES

Establish a Safe Space:

- Emphasize that all thoughts and feelings are valid and respected.

Use Multimodal Approaches:

- Ensure activities are adaptable for participants with sensory or physical disabilities.

Ask Open-Ended Questions:

- Encourage deeper thinking by asking questions like:
  - “What was the most meaningful part of this activity?”
  - “What surprised you during this experience?”
  - “How can you apply what you learned today?”





## INCLUSIVITY TIPS

Accommodate Diverse Needs:

- Provide assistive tools (e.g., communication boards, large-print materials).
- Adjust the pace of activities to ensure everyone can participate comfortably.

Encourage Peer Support:

- Pair participants to foster collaboration and mutual encouragement.
- Ensure group activities allow contributions from individuals with varying abilities.

Be Patient and Flexible:

- Allow extra time for participants to process and respond.
- Adapt activities on the spot if they aren't working well for the group.

## DURING THE SESSION

Model Positive Behavior:

- Actively listen and validate participants' contributions.
- Use open body language and an encouraging tone.

Summarize and Reinforce Key Points:

- Periodically summarize what has been shared to ensure everyone feels heard.
- Highlight common themes or insights from the group.

Monitor Group Dynamics:

- Be attentive to signs of discomfort or disengagement.
- Intervene tactfully if the discussion becomes unbalanced or dominated by a few voices.

## Post-Session Follow-Up

Debrief Privately if Needed:

- Offer one-on-one time for participants who may need additional support or want to share privately.

Provide Closure:

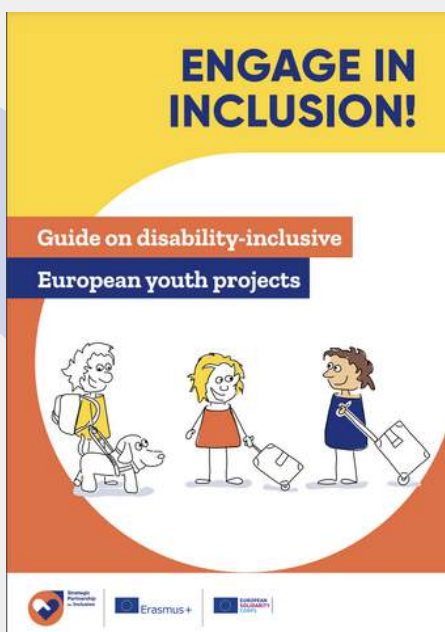
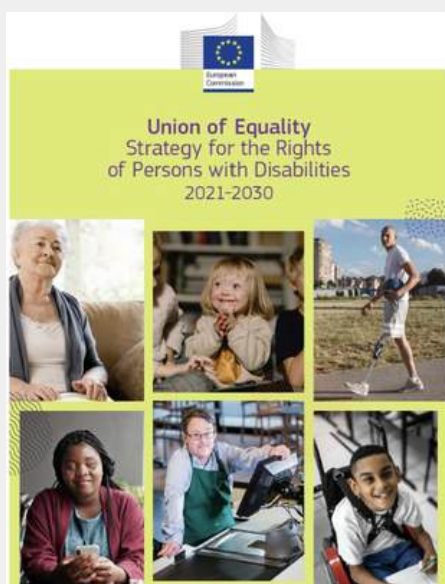
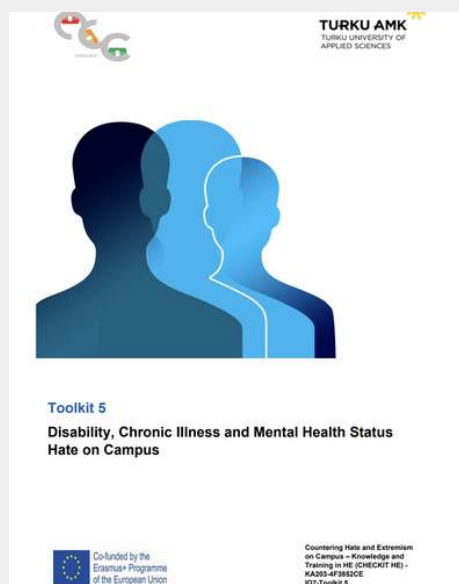
- Conclude with a positive note, such as a group appreciation activity or a look forward to future actions.





# MORE To Know

An equal diverse Europe has been one of the key topics of Erasmus+ Programme to improve and create a better world for everyone regardless of age, nationality, or gender difference. In order to spread awareness for this topic, we would be more than happy to share the created resources by Erasmus+, funded projects, and associations working with EU.



# PREPAREDNESS KIT

Council of Europe

<https://www.coe.int/en/web/portal/home>

Accessible Products and Services for Disabled People:

<https://www.edf-feeph.org/access-to-public-and-private-services/>

International Disability Alliance

<https://www.internationaldisabilityalliance.org/content/contact>

Family Ministry of Social Services – Türkiye

<https://www.aile.gov.tr/ssss/engelli-ve-yasli-hizmetleri-genel-mudurlugu/sosyal-yardimlar/>

National Council of Disability Organisations of North Macedonia –  
North Macedonia

<https://www.nsiom.org.mk/>

ASB – Germany

<https://www.nsiom.org.mk/>





# THANK YOU

We extend our heartfelt appreciation to all individuals and organizations who contributed to the development of the "DisAbility Playbook":

The Verbund sozial-kultureller Migrantenvereine Dortmund e.V (Germany),  
International Youth, Sport, Environment and Development Association (Turkey),  
Zdruzhenie Asocijacija za pravata na deca i mladinci so posebni potrebi LASTOVICA Skopje (The Republic of North Macedonia)

They collaborated to produce this playbook, which is co-funded by Erasmus+. The creation of this playbook has already yielded positive outcomes for hundreds of individuals, and we aspire for its reach to extend further.

Our vision is a world of equality, diversity, and inclusivity. We hope that the playbook serves to assist individuals with or without disabilities, it will undoubtedly serve as an inspiration for more individuals and organizations to take meaningful action towards these shared goals.





Co-funded by  
the European Union



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**VMDO**

Verbund der sozial-  
kulturellen Migrantenvereine  
in Dortmund e.V.



**LASTOVICA - Skopje**

Association for the rights of children and youth with  
special needs

International Youth Sport Environment

**LYSEDA**  
and Development Association